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ABSTRACT

This report summarizes the Austin Independent School District's Professional Personnel Evaluation System ratings for 1984, and presents findings on teacher and administrator satisfaction with the evaluation system. The average teacher ratings in 46 competency areas were similar to the 1983 ratings. Sixty-nine percent of the teachers received high ratings. Wide variations in the percentage of high ratings given to teachers across schools suggests problems with evaluators' consistency. Twenty-four percent of the teachers were satisfied with the evaluation system and forty-seven percent were dissatisfied. Sixty percent of the administrators reported satisfaction with the Administrator Evaluation System. Eighteen percent were dissatisfied. House Bill 72 requires AISD to update the current teacher evaluation system. (BS)

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FINAL REPORT

Project Title: AISD's Personnel Evaluation Systems: 1983-84

Contact Persons: Maria L. R. Wicker, David A. Doss, Glynn Ligon

Summary

The Office of Research and Evaluation (ORE) annually summarizes ratings given on professional evaluations and reports the information to the District. Also, teachers and administrators are surveyed to determine their satisfaction with the evaluation systems. The major findings for 1983-84 are reported below.

Major Positive Finding:

- Sixty percent of the administrators responding to the annual administrator survey reported they were satisfied with the present Administrator Evaluation System. Eighteen percent were dissatisfied.

Findings Requiring Action:

- There was a wide variation in the percentage of high ratings given to teachers across schools. This suggests that there are problems with the consistency with which evaluators apply the system.

- Twenty-four percent of the teachers were satisfied with the Professional Personnel Evaluation System. Forty-seven percent were dissatisfied.

Other Considerations:

- The use of personnel evaluations in the determination of Career Ladder placements for teachers will focus more attention on AISD'S current Professional Personnel Evaluation System. The new mandate from HB 72 requires AISD to update the current system. This is presently a consultation item with the teachers' organization.

INTRODUCTION

During 1983-84 the Office of Research and Evaluation (ORE) conducted two activities related to personnel evaluation. These were:

- Summarizing and reporting ratings given on professional personnel evaluations.
- Reporting the degree of teacher and administrator satisfaction with their present evaluation systems.

This report provides brief summaries of the activities described above.

PROFESSIONAL PERSONNEL EVALUATION SYSTEM

Summaries were prepared from the evaluation ratings teachers and other professionals received in the spring. The evaluation summaries show percentages and averages for the following groups:

- District
- All Elementary Teachers
- All Secondary Teachers
- Each Campus
- Special Populations

The various evaluation summaries will be sent to the appropriate administrators to assist them in assessing the activities of the previous year and in planning the activities for the upcoming year.

Teacher Ratings

Teachers received ratings in 46 competency areas. In 1983-84 the average ratings did not differ significantly from those of 1982-83. Furthermore, the percentage of the ratings that were 4's (STRONG) or 5's (OUTSTANDING) remained steady, 70% in 1982-83 and 69% in 1983-84. Figure 1 shows the percentages of 4's and 5's teachers received from 1978-79 to 1983-84. Concern was expressed in last year's report about a possible "rating inflation"; i.e., the evaluators may have been giving higher ratings each year and overestimating teacher improvement. This trend seems to have halted this year.

YEAR	PERCENTAGE OF 4'S AND 5'S
1978-79	53%
1979-80	59%
1980-81	61%
1981-82	65%
1982-83	70%
1983-84	69%

Figure 1. PERCENTAGE OF TEACHER RATINGS THAT WERE EITHER 4 (STRONG) OR 5 (OUTSTANDING) BY YEAR.

Figure 2 shows, by grade span, the percentage of ratings that were given at three levels of competence--below expected level (1 or 2), good/expected (3), and above expected level (4 or 5). Elementary teachers received significantly more 4's and 5's than did secondary teachers ($Chi^2=24.84$; $p<.001$; $df=2$).

	RATINGS		
GRADE SPAN	5 and 4	3	2 and 1
Elementary	75%	25%	<1%
Secondary	62%	37%	1%
Junior High	59%	40%	1%
Senior High	63%	36%	1%
TOTAL	69%	31%	1%

Figure 2. PERCENTAGE OF TEACHER RATINGS BY GRADE SPAN FOR 1983-84.

Figure 3 shows the wide variation in the percentage of 4's and 5's given across schools. This wide variation indicates that there are problems with the consistency with which evaluators apply the system.

GRADE SPAN	OVERALL PERCENTAGE OF 4'S AND 5'S	PERCENTAGE RANGE OF 4'S AND 5'S ACROSS SCHOOLS
Elementary	75%	33% to 100%
Secondary	62%	41% to 78%
Junior High	59%	43% to 73%
Senior High	63%	41% to 78%
TOTAL	69%	33% to 100%

Figure 3. VARIATION IN THE PERCENTAGE OF 4'S AND 5'S GIVEN ACROSS SCHOOLS BY GRADE SPAN FOR 1983-84.

Figure 4 shows the percentage of each rating by ethnicity and sex. Teachers classified as Other received more 4's and 5's than teachers classified as Black or Hispanic. Also, females received more 4's and 5's than males.

	RATINGS		
ETHNICITY	5 and 4	3	2 and 1
Black	59%	40%	2%
Hispanic	68%	31%	<1%
Other	72%	28%	<1%
Male	59%	40%	1%
Female	72%	28%	<1%
TOTAL	69%	31%	1%

Figure 4. PERCENTAGE OF TEACHER RATINGS BY ETHNICITY AND SEX FOR 1983-84.

Teacher Satisfaction

During the spring of 1984, teachers were asked to indicate how satisfied they were with the Professional Personnel Evaluation System. Twenty-four percent of the teachers were satisfied or very satisfied with the current system, while 47% were dissatisfied.

Figure 5 shows the different responses of elementary and secondary teachers. More secondary than elementary teachers were satisfied or very satisfied with the evaluation system. Conversely, more elementary teachers were dissatisfied. The difference between these two sets of responses was statistically significant ($Chi^2 = 7.82$; $p<.05$; $df=2$).

		RESPONSES		
TEACHERS	N	Satisfied or Very Satisfied	Neutral or Don't Know	Dissatisfied or Very Dissatisfied
Elementary	142	19%	26%	55%
Secondary	152	29%	31%	40%
TOTAL	294	24%	28%	47%

Figure 5. TEACHERS' SATISFACTION WITH THE PROFESSIONAL PERSONNEL EVALUATION SYSTEM. "How satisfied are you with the current professional personnel evaluation system?"

ADMINISTRATOR EVALUATION SYSTEM

Administrator Satisfaction

During the spring of 1984, administrators were asked to indicate how satisfied they were with the Administrator Evaluation System. Sixty percent of administrators were satisfied or very satisfied with the current administrator evaluation system, while 18% were dissatisfied.

Figure 6 shows the different responses of central and campus administrators. More campus than central administrators were satisfied or very satisfied with the evaluation system. Conversely, more central administrators were dissatisfied. The difference between these two sets of responses was statistically significant ($Chi^2 = 14.65$; $p<.001$; $df=2$).

ADMINISTRATOR	N	RESPONSES Satisfied or Very Satsified	Neutral or Don't Know	Dissatisfied or Very Dissatisfied
Campus	83	76%	14%	10%
Central	135	50%	28%	22%
TOTAL	218	60%	23%	18%

Figure 6. ADMINISTRATORS' SATISFACTION WITH THE ADMINISTRATOR EVALUATION SYSTEM. "How satisfied are you with the current administrator evaluation system?"

Administrators' satisfaction was compared to teachers' satisfaction. This comparison is illustrated in Figure 7. Generally, administrators were more satisfied with their system than teachers were with theirs. The difference between these two sets of responses was statistically significant ($Chi^2 = 8.42$; $p<.05$; $df=2$).

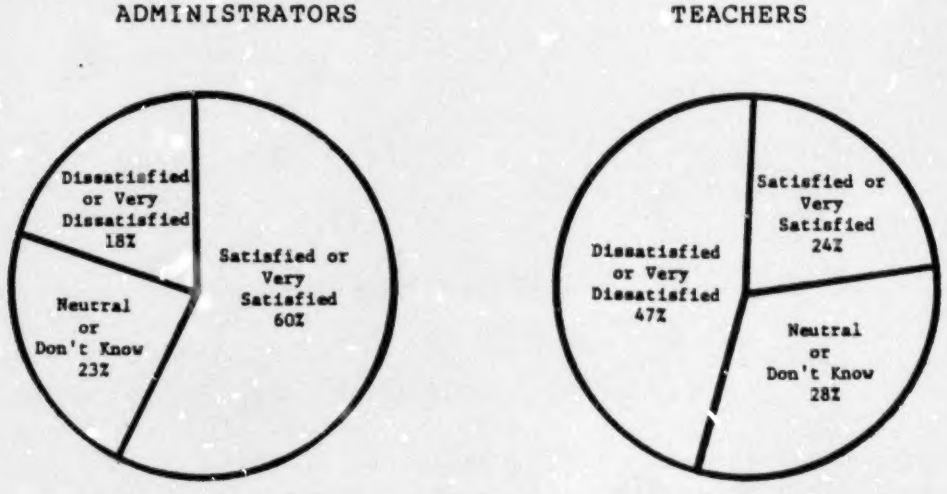
ADMINISTRATORS
Dissatisfied or Very Dissatisfied 18%
Satisfied or Very Satisfied 60%
Neutral or Don't Know 23%
TEACHERS
Satisfied or Very Satisfied 24%
Dissatisfied or Very Dissatisfied 47%
Neutral or Don't Know 28%

Figure 7. TEACHERS' AND ADMINISTRATORS' SATISFACTION WITH THEIR RESPECTIVE EVALUATION SYSTEMS.

House Bill 72

The use of personnel evaluations in the determination of Career Ladder placements for teachers will focus more attention on AISD's current Professional Personnel Evaluation System. The new mandate from HB 72 requires AISD to update the current system. This is presently a consultation item with the teachers' organization.

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